

**2009 ABMEI NEGOTIATIONS
ABMEI PACKAGE PROPOSAL (SUMMARY)**

**DECEMBER 14, 2009
PROPOSAL #5**

PERIOD OF MEMORANDUM OF AGREEMENT

Term: 10 months

WAGES

No general wage increases during the term of the contract

FREEZING STEP AND MERIT INCREASES

Effective upon ratification of the contract, ABMEI represented employees will have step and merit increases frozen during the term of the contract (See language in City Initial Package Proposal dated 12-7-2009).

PROBATIONARY PERIODS

Modify current contract language to allow the probationary period for ABMEI represented employees to be extended up to a maximum of 6 months (See language in City Initial Package Proposal dated 12-7-2009).

SIDE LETTERS

- The Dispatcher Side Letter will not be continued.
- Language addressing minimum training to be provided to each member during the fiscal year will be added to the contract, replacing the current Side Letter.
- The current side letter covering the Reduced Work Week will be continued for the term of the contract.
- The Side Letter regarding the Disciplinary Appeal Process will be extended for the term of the new contract. ABMEI feels that there has been insufficient opportunity to evaluate the Civil Service Commission's handling of disciplinary appeals during the term of the current contract.

TENTATIVE AGREEMENTS

Accept City Proposal #7 "HOUSEKEEPING"

Accept City proposal #8 "SICK LEAVE"

In the event that this package proposal is not accepted in its entirety, ABMEI reserves the right to modify, amend, withdraw and/or add proposals.